CLAIMS

We claim:

1.     A method of selecting a job post site, comprising:

obtaining at least one job post site selection criterion;

automatically ranking a plurality of job post sites based on the at least one job post site selection criterion; and

5     selecting the job post site from the plurality of job post sites based on the ranking of the plurality of job post sites.

2.     A method as recited in Claim 1, wherein automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

accessing a fact table that contains data relevant to the at least one job post site

5     selection criterion; and

using an inference engine to process the at least one job post site selection criterion and the fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

3.     A method as recited in Claim 1, wherein obtaining the at least one job post site selection criterion comprises:

obtaining a geographic location criterion;

obtaining a skill set criterion; and

5     obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates.

4.     A method as recited in Claim 3, wherein automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

identifying job post sites of the plurality of job post sites that satisfy the

5     geographic location criterion;

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ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

identifying job post sites of the plurality of job post sites that satisfy the skill

10    set criterion; and

ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites.

5.    A method as recited in Claim 4, wherein identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion, and ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate the geographic location and job post

5    site performance ranked list of job post sites comprise:

accessing a geographic location fact table that contains data relevant to the geographic location criterion;

accessing a job post site performance fact table that contains data relevant to the job post site performance criterion;

10    using an inference engine to process the geographic location criterion and the geographic location fact table to identify the job post sites of the plurality of job post sites that satisfy the geographic location criterion; and

using the inference engine to process the identified job post sites that satisfy the geographic location criterion, the job post site performance criterion, and the job

15    post site performance fact table to rank the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion.

6.    A method as recited in Claim 4, wherein identifying job post sites of the plurality of job post sites that satisfy the skill set criterion, and ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate the skill set and job post site performance ranked list

5    of job post sites comprise:

accessing a skill set fact table that contains data relevant to the skill set criterion;

accessing a job post site performance fact table that contains data relevant to the job post site performance criterion;

10    using an inference engine to process the skill set criterion and the skill set fact table to identify the job post sites of the plurality of job post sites that satisfy the skill set criterion; and

using the inference engine to process the identified job post sites that satisfy the skill set criterion, the job post site performance criterion, and the job post site

15    performance fact table to rank the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion.


7.    A method as recited in Claim 4, further comprising:

combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate a geographic location, skill set, and job post site performance ranked

5    list of job post sites.


8.    A method as recited in Claim 7, wherein combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate the geographic location, skill set, and job post site performance ranked list of job post sites

5    comprises:

computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites, a weighted average using ranks assigned to the respective job post site in the geographic location and job post site performance

10    ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

using the computed weighted averages to generate the geographic location, skill set, and job post site performance ranked list.


9.    A method as recited in Claim 7, wherein combining the geographic location and job post site performance ranked list of job post sites with the skill set

and job post site performance ranked list of job post sites to generate the geographic location, skill set, and job post site performance ranked list of job post sites

5  comprises:

computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites, an average using ranks assigned to the respective job post site in the geographic location and job post site performance

10  ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

using the computed averages to generate the geographic location, skill set, and job post site performance ranked list.


10.  A method of posting a job opening description, comprising:

obtaining at least one job post site selection criterion;

automatically ranking a plurality of job post sites based on the at least one job post site selection criterion;

5  selecting at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites; and

posting the job opening description to the selected at least one job post site.


11.  A method as recited in Claim 10, wherein the job opening description comprises an extensible markup language (XML) data stream.


12.  A method as recited in Claim 10, wherein selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

displaying the ranked plurality of job post sites to an end user; and

5  obtaining user input to select the at least one job post site from the ranked plurality of job post sites from the end user.


13.  A method as recited in Claim 10, wherein selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

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selecting the at least one job post site from the plurality of job post sites based

5    on the ranking of the plurality of job post sites independent of user input.

14.    A method as recited in Claim 10, wherein posting the job opening description to the selected at least one job post site comprises:

converting the job opening description into a format compatible with the selected at least one job post site; and

5        sending the converted job opening description to the at least one job post site.

15.    A method as recited in Claim 10, wherein ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

accessing a fact table that contains data relevant to the at least one job post site selection criterion; and

5        using an inference engine to process the at least one job post site selection criterion and the first fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

16.    A method as recited in Claim 10, further comprising:

obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates; and

wherein the at least one job post site selection criterion comprises:

5        a geographic location criterion; and

a skill set criterion.

17.    A method as recited in Claim 16, wherein ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion;

5        automatically ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and

10      automatically ranking the identified job/post sites that satisfy the skill set

criterion based on the job post site performance criterion to generate a skill set and job

post site performance ranked list of job post sites.


18.     A method as recited in Claim 17, further comprising:

automatically ranking the geographic location and job post site performance

ranked list of job post sites with the skill set and job post site performance ranked list

of job post sites to generate a geographic location, skill set, and job post site

5    performance ranked list of job post sites.


19.     A method as recited in Claim 18, wherein selecting the at least one job

post site from the plurality of job post sites based on the ranking of the plurality of job

post sites comprises:

selecting the job post sites in the geographic location, skill set, and job post

5    site performance ranked list of job post sites.


20.     A method as recited in Claim 19, wherein posting the job opening

description to the selected at least one job post site comprises:

converting the job opening description into a respective format compatible

with a respective one of the job post sites in the geographic location, skill set, and job

5    post site performance ranked list of job post sites; and

sending the respective converted job opening description to the respective one

of the job post sites in the geographic location, skill set, and job post site performance

ranked list of job post sites.

21. A method as recited in Claim 18, wherein selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

displaying the geographic location, skill set, and job post site performance 5 ranked list of job post sites to an end user; and

obtaining user input to select the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites from the end user.

22. A method as recited in Claim 21, wherein posting the job opening description to the selected at least one job post site comprises:

converting the job opening description into a format compatible with the at least one job post site from the geographic location, skill set, and job post site 5 performance ranked list of job post sites obtained from the end user; and

sending the converted job opening description to the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites obtained from the end user.

23. A system for posting a job opening description, comprising:

a job opening description parser module that is configured to parse the job opening description to obtain at least one job post site selection criterion;

a job post site expert system engine module that is configured to rank a 5 plurality of job post sites based on the at least one job post site selection criterion;

a job post site selection module that is configured to select at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites; and

a job post site posting module that is configured to post the job opening 10 description to the selected at least one job post site.

24. A system as recited in Claim 23, wherein the job post site expert system engine module comprises:

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a fact table that contains data relevant to the at least one job post site selection criterion; and

5   an inference engine that is configured to process the at least one job post site selection criterion and the fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

25. A system as recited in Claim 23, wherein the job post site posting module comprises:

a site format module that is configured to convert the job opening description into a format compatible with the selected at least one job post site; and

5   a transport module that is configured to send the converted job opening description to the at least one job post site.

26. A system for selecting a job post site, comprising:

means for obtaining at least one job post site selection criterion;

means for automatically ranking a plurality of job post sites based on the at least one job post site selection criterion; and

5   means for selecting the job post site from the plurality of job post sites based on the ranking of the plurality of job post sites.

27. A system as recited in Claim 26, wherein the means for automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

means for accessing a fact table that contains data relevant to the at least one

5 job post site selection criterion; and

means for using an inference engine to process the at least one job post site selection criterion and the fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

28. A system as recited in Claim 26, wherein the means for obtaining the at least one job post site selection criterion comprises:

means for obtaining a geographic location criterion;

means for obtaining a skill set criterion; and

5    means for obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates.

29.    A system as recited in Claim 28, wherein the means for automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

means for identifying job post sites of the plurality of job post sites that satisfy

5    the geographic location criterion;

means for ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

means for identifying job post sites of the plurality of job post sites that satisfy

10    the skill set criterion; and

means for ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites.

30.    A system as recited in Claim 29, wherein the means for identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion, and the means for ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate the

5    geographic location and job post site performance ranked list of job post sites comprise:

means for accessing a geographic location fact table that contains data relevant to the geographic location criterion;

means for accessing a job post site performance fact table that contains data

10    relevant to the job post site performance criterion;

means for using an inference engine to process the geographic location criterion and the geographic location fact table to identify the job post sites of the plurality of job post sites that satisfy the geographic location criterion; and

means for using the inference engine to process the identified job post sites

15    that satisfy the geographic location criterion, the job post site performance criterion, and the job post site performance fact table to rank the identified job post sites that

satisfy the geographic location criterion based on the job post site performance criterion.

31.     A system as recited in Claim 29, wherein the means for identifying job post sites of the plurality of job post sites that satisfy the skill set criterion, and the means for ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate the skill set and job post site

5     performance ranked list of job post sites comprise:

means for accessing a skill set fact table that contains data relevant to the skill set criterion;

means for accessing a job post site performance fact table that contains data relevant to the job post site performance criterion;

10     means for using an inference engine to process the skill set criterion and the skill set fact table to identify the job post sites of the plurality of job post sites that satisfy the skill set criterion; and

means for using the inference engine to process the identified job post sites that satisfy the skill set criterion, the job post site performance criterion, and the job

15     post site performance fact table to rank the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion.

32.     A system as recited in Claim 29, further comprising:

means for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate a geographic location, skill set, and job post site

5     performance ranked list of job post sites.

33.     A system as recited in Claim 32, wherein the means for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate the geographic location, skill set, and job post site performance ranked list of job post

5     sites comprises:

means for computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and

job post site performance ranked list of job post sites, a weighted average using ranks assigned to the respective job post site in the geographic location and job post site

10    performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

means for using the computed weighted averages to generate the geographic location, skill set, and job post site performance ranked list.

34.    A system as recited in Claim 32, wherein the means for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate the geographic location, skill set, and job post site performance ranked list of job post

5    sites comprises:

means for computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites, an average using ranks assigned to the respective job post site in the geographic location and job post site performance

10    ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

means for using the computed averages to generate the geographic location, skill set, and job post site performance ranked list.

35.    A system for posting a job opening description, comprising:

means for obtaining at least one job post site selection criterion;

means for automatically ranking a plurality of job post sites based on the at least one job post site selection criterion;

5    means for selecting at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites; and

means for posting the job opening description to the selected at least one job post site.

36.    A system as recited in Claim 35, wherein the job opening description comprises an extensible markup language (XML) data stream.

37.     A system as recited in Claim 35, wherein the means for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

means for displaying the ranked plurality of job post sites to an end user; and

5          means for obtaining user input to select the at least one job post site from the ranked plurality of job post sites from the end user.

38.     A system as recited in Claim 35, wherein the means for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

means for selecting the at least one job post site from the plurality of job post

5     sites based on the ranking of the plurality of job post sites independent of user input.

39.     A system as recited in Claim 35, wherein the means for posting the job opening description to the selected at least one job post site comprises:

means for converting the job opening description into a format compatible with the selected at least one job post site; and

5          means for sending the converted job opening description to the at least one job post site.

40.     A system as recited in Claim 35, wherein the means for ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

means for accessing a fact table that contains data relevant to the at least one

5     job post site selection criterion; and

means for using an inference engine to process the at least one job post site selection criterion and the first fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

41.     A system as recited in Claim 35, further comprising:

means for obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates; and

wherein the at least one job post site selection criterion comprises:

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5        a geographic location criterion; and

a skill set criterion.

42.     A system as recited in Claim 41, wherein the means for ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

means for identifying job post sites of the plurality of job post sites that satisfy

5     the geographic location criterion;

means for automatically ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

10     means for identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and

means for automatically ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites.

43.     A system as recited in Claim 42, further comprising:

means for automatically ranking the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate a geographic location, skill set,

5     and job post site performance ranked list of job post sites.

44.    A system as recited in Claim 43, wherein the means for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

means for selecting the job post sites in the geographic location, skill set, and

5    job post site performance ranked list of job post sites.

45.    A system as recited in Claim 44, wherein the means for posting the job opening description to the selected at least one job post site comprises:

means for converting the job opening description into a respective format compatible with a respective one of the job post sites in the geographic location, skill

5    set, and job post site performance ranked list of job post sites; and

means for sending the respective converted job opening description to the respective one of the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites.

46.    A system as recited in Claim 43, wherein the means for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

means for displaying the geographic location, skill set, and job post site

5    performance ranked list of job post sites to an end user; and

means for obtaining user input to select the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites from the end user.

47.    A system as recited in Claim 46, wherein the means for posting the job opening description to the selected at least one job post site comprises:

means for converting the job opening description into a format compatible with the at least one job post site from the geographic location, skill set, and job post

5    site performance ranked list of job post sites obtained from the end user; and

means for sending the converted job opening description to the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites obtained from the end user.

48.    A computer program product for selecting a job post site, comprising:

a computer readable storage medium having computer readable program code embodied therein, the computer readable program code comprising:

computer readable program code for obtaining at least one job post site selection criterion;

computer readable program code for automatically ranking a plurality of job post sites based on the at least one job post site selection criterion; and

computer readable program code for selecting the job post site from the plurality of job post sites based on the ranking of the plurality of job post sites.

49.    A computer program product as recited in Claim 48, wherein the computer readable program code for automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

computer readable program code for accessing a fact table that contains data relevant to the at least one job post site selection criterion; and

computer readable program code for using an inference engine to process the at least one job post site selection criterion and the fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

50.    A computer program product as recited in Claim 48, wherein the computer readable program code for obtaining the at least one job post site selection criterion comprises:
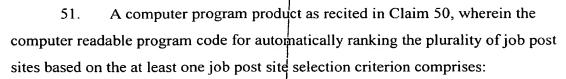
computer readable program code for obtaining a geographic location criterion;

computer readable program code for obtaining a skill set criterion; and

computer readable program code for obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for candidates.

51.     A computer program product as recited in Claim 50, wherein the computer readable program code for automatically ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

computer readable program code for identifying job post sites of the plurality

5     of job post sites that satisfy the geographic location criterion;

computer readable program code for ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

10     computer readable program code for identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and

computer readable program code for ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post sites.

52.     A computer program product as recited in Claim 51, wherein the computer readable program code for identifying job post sites of the plurality of job post sites that satisfy the geographic location criterion, and the computer readable program code for ranking the identified job post sites that satisfy the geographic

5     location criterion based on the job post site performance criterion to generate the geographic location and job post site performance ranked list of job post sites comprise:

computer readable program code for accessing a geographic location fact table that contains data relevant to the geographic location criterion;

10     computer readable program code for accessing a job post site performance fact table that contains data relevant to the job post site performance criterion;

computer readable program code for using an inference engine to process the geographic location criterion and the geographic location fact table to identify the job post sites of the plurality of job post sites that satisfy the geographic location criterion;

15     and

computer readable program code for using the inference engine to process the identified job post sites that satisfy the geographic location criterion, the job post site

performance criterion, and the job post site performance fact table to rank the identified job post sites that satisfy the geographic location criterion based on the job

20    post site performance criterion.

53.    A computer program product as recited in Claim 51, wherein the computer readable program code for identifying job post sites of the plurality of job post sites that satisfy the skill set criterion, and the computer readable program code for ranking the identified job post sites that satisfy the skill set criterion based on the

5    job post site performance criterion to generate the skill set and job post site performance ranked list of job post sites comprise:

    computer readable program code for accessing a skill set fact table that contains data relevant to the skill set criterion;

    computer readable program code for accessing a job post site performance fact

10    table that contains data relevant to the job post site performance criterion;

    computer readable program code for using an inference engine to process the skill set criterion and the skill set fact table to identify the job post sites of the plurality of job post sites that satisfy the skill set criterion; and

    computer readable program code for using the inference engine to process the

15    identified job post sites that satisfy the skill set criterion, the job post site performance criterion, and the job post site performance fact table to rank the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion.

54.    A computer program product as recited in Claim 51, further comprising:

    computer readable program code for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post

5    site performance ranked list of job post sites to generate a geographic location, skill set, and job post site performance ranked list of job post sites.

55. A computer program product as recited in Claim 54, wherein the computer readable program code for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate the geographic location, skill set,

5 and job post site performance ranked list of job post sites comprises:

computer readable program code for computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites, a weighted average using ranks assigned to the respective job post site in the geographic

10 location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

computer readable program code for using the computed weighted averages to generate the geographic location, skill set, and job post site performance ranked list.

56. A computer program product as recited in Claim 54, wherein the computer readable program code for combining the geographic location and job post site performance ranked list of job post sites with the skill set and job post site performance ranked list of job post sites to generate the geographic location, skill set,

5 and job post site performance ranked list of job post sites comprises:

computer readable program code for computing, for each respective job post site in the geographic location and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites, an average using ranks assigned to the respective job post site in the geographic location

10 and job post site performance ranked list of job post sites and the skill set and job post site performance ranked list of job post sites; and

computer readable program code for using the computed averages to generate the geographic location, skill set, and job post site performance ranked list.

57. A computer program product for posting a job opening description, comprising:

a computer readable storage medium having computer readable program code embodied therein, the computer readable program code comprising:

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5          computer readable program code for obtaining at least one job post site

selection criterion;

computer readable program code for automatically ranking a plurality

of job post sites based on the at least one job post site selection criterion;

computer readable program code for selecting at least one job post site

10    from the plurality of job post sites based on the ranking of the plurality of job post

sites; and

computer readable program code for posting the job opening

description to the selected at least one job post site.


58.    A computer program product as recited in Claim 57, wherein the job

opening description comprises an extensible markup language (XML) data stream.


59.    A computer program product as recited in Claim 57, wherein the

computer readable program code for selecting the at least one job post site from the

plurality of job post sites based on the ranking of the plurality of job post sites

comprises:

5          computer readable program code for displaying the ranked plurality of job post

sites to an end user; and

computer readable program code for obtaining user input to select the at least

one job post site from the ranked plurality of job post sites from the end user.


60.    A computer program product as recited in Claim 57, wherein the

computer readable program code for selecting the at least one job post site from the

plurality of job post sites based on the ranking of the plurality of job post sites

comprises:

5          computer readable program code for selecting the at least one job post site

from the plurality of job post sites based on the ranking of the plurality of job post

sites independent of user input.

61. A computer program product as recited in Claim 57, wherein the computer readable program code for posting the job opening description to the selected at least one job post site comprises:

computer readable program code for converting the job opening description

5 into a format compatible with the selected at least one job post site; and

computer readable program code for sending the converted job opening description to the at least one job post site.

62. A computer program product as recited in Claim 57, wherein the computer readable program code for ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

computer readable program code for accessing a fact table that contains data

5 relevant to the at least one job post site selection criterion; and

computer readable program code for using an inference engine to process the at least one job post site selection criterion and the first fact table to rank the plurality of job post sites based on the at least one job post site selection criterion.

63. A computer program product as recited in Claim 57, further comprising:

computer readable program code for obtaining a job post site performance criterion that is indicative of a value of a job post site in acting as a source for

5 candidates; and

wherein the at least one job post site selection criterion comprises:

a geographic location criterion; and

a skill set criterion.

64. A computer program product as recited in Claim 63, wherein the computer readable program code for ranking the plurality of job post sites based on the at least one job post site selection criterion comprises:

computer readable program code for identifying job post sites of the plurality

5 of job post sites that satisfy the geographic location criterion;

computer readable program code for automatically ranking the identified job post sites that satisfy the geographic location criterion based on the job post site performance criterion to generate a geographic location and job post site performance ranked list of job post sites;

10      computer readable program code for identifying job post sites of the plurality of job post sites that satisfy the skill set criterion; and

computer readable program code for automatically ranking the identified job post sites that satisfy the skill set criterion based on the job post site performance criterion to generate a skill set and job post site performance ranked list of job post

15      sites.

65.      A computer program product as recited in Claim 64, further comprising:

computer readable program code for automatically ranking the geographic location and job post site performance ranked list of job post sites with the skill set

5      and job post site performance ranked list of job post sites to generate a geographic location, skill set, and job post site performance ranked list of job post sites.

66.      A computer program product as recited in Claim 65, wherein the computer readable program code for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

5      computer readable program code for selecting the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites.

67.      A computer program product as recited in Claim 66, wherein the computer readable program code for posting the job opening description to the selected at least one job post site comprises:

computer readable program code for converting the job opening description

5      into a respective format compatible with a respective one of the job post sites in the geographic location, skill set, and job post site performance ranked list of job post sites; and

computer readable program code for sending the respective converted job opening description to the respective one of the job post sites in the geographic

10    location, skill set, and job post site performance ranked list of job post sites.

68.    A computer program product as recited in Claim 65, wherein the computer readable program code for selecting the at least one job post site from the plurality of job post sites based on the ranking of the plurality of job post sites comprises:

5    computer readable program code for displaying the geographic location, skill set, and job post site performance ranked list of job post sites to an end user; and

computer readable program code for obtaining user input to select the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites from the end user.

69.    A computer program product as recited in Claim 68, wherein the computer readable program code for posting the job opening description to the selected at least one job post site comprises:

computer readable program code for converting the job opening description

5    into a format compatible with the at least one job post site from the geographic location, skill set, and job post site performance ranked list of job post sites obtained from the end user; and

computer readable program code for sending the converted job opening description to the at least one job post site from the geographic location, skill set, and

10    job post site performance ranked list of job post sites obtained from the end user.